

# Comparisons of Job Characteristics

**Focus Occupation:** [Training and Development Managers \(11-3042\)](#)

**Associated Occupation:** [Farm and Home Management Advisors \(25-9021\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 77

**Focus Occupation:** Training and Development Managers (11-3042)  
**Associated Occupation:** Farm and Home Management Advisors (25-9021)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Education and Training	9.2	21.1	22.1	0	Current knowledge level may be sufficient
Customer and Personal Service	11.3	16.2	16.6	0	Current knowledge level may be sufficient
Administration and Management	8.4	14.0	16.0	>	Current knowledge level is likely sufficient
Food Production	2.1	14.0	2.1	<<	Extensive education and/or training may be required
Biology	3.7	12.0	1.4	<<	Extensive education and/or training may be required
Communications and Media	5.3	11.0	11.2	0	Current knowledge level may be sufficient
Sociology and Anthropology	4.1	10.2	11.4	>	Current knowledge level is likely sufficient
Economics and Accounting	4.4	8.6	7.2	<	Expanded education and/or training may be required
Sales and Marketing	5.2	8.3	10.4	>	Current knowledge level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 84

**Focus Occupation:** Training and Development Managers (11-3042)  
**Associated Occupation:** Farm and Home Management Advisors (25-9021)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Speaking	10.8	15.9	16.9	0	Current skill level may be sufficient
Active Listening	11.0	15.3	14.5	0	Current skill level may be sufficient
Learning Strategies	7.2	14.8	18.5	>>	Skill level is likely more than sufficient
Active Learning	8.7	14.1	13.6	0	Current skill level may be sufficient

Judgment and Decision Making	9.4	13.5	12.3	0	Current skill level may be sufficient
Complex Problem Solving	9.1	13.3	12.3	0	Current skill level may be sufficient
Social Perceptiveness	9.1	13.3	12.5	0	Current skill level may be sufficient
Coordination	9.1	13.2	13.9	0	Current skill level may be sufficient
Instructing	7.8	13.2	15.5	>	Skill level is likely sufficient
Service Orientation	7.9	12.9	11.4	<	A higher skill level may be required
Systems Analysis	6.5	12.8	11.2	<	A higher skill level may be required
Systems Evaluation	6.4	12.6	11.3	<	A higher skill level may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 96			
Focus Occupation: Training and Development Managers (11-3042) Associated Occupation: Farm and Home Management Advisors (25-9021)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	17.0	17.2	0	Current ability level may be sufficient
Oral Comprehension	12.5	16.6	14.5	<	Some improvement in abilities may be required
Speech Clarity	10.2	15.4	17.0	>	Current ability level is likely sufficient
Speech Recognition	9.9	14.2	14.1	0	Current ability level may be sufficient
Inductive Reasoning	10.2	13.8	12.2	<	Some improvement in abilities may be required
Fluency of Ideas	7.6	13.2	12.5	0	Current ability level may be sufficient
Originality	7.6	12.6	12.6	0	Current ability level may be sufficient
Number Facility	6.3	10.0	7.3	<<	Extensive improvement in abilities may be required
Memorization	5.6	9.4	8.9	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 75
<b>Focus Occupation: Training and Development Managers (11-3042)</b> <b>Associated Occupation: Farm and Home Management Advisors (25-9021)</b>		
Work Activities	Exclusivity of Activity	
Develop training programs	85	
Prepare audio-visual teaching aids	87	

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 82

**Focus Occupation: Training and Development Managers (11-3042)**  
**Associated Occupation: Farm and Home Management Advisors (25-9021)**

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Information exchange software	1
Network applications software	1
Projectors and supplies	13

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.